

ROUTING AND TRANSMITTAL SLIP		Date
TO: (Name, office symbol, room number, building, Agency/Post)		Initials
1. Executive Registry - 7E12 Hqs		
2.		
3.		
4.		
5.		
Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	

REMARKS

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

FROM: (Name, org. symbol, Agency/Post)	Room No.—Bldg.
DDCI - 7E12 Hqs	Phone No.

5041-102

OPTIONAL FORM 41 (Rev. 7-76)
Prescribed by GSA
FPMR (41 CFR) 101-11.206

Central Intelligence Agency
Washington, D.C. 20505

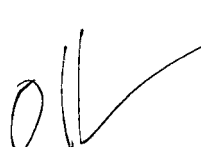
30 July 1982

Executive Director

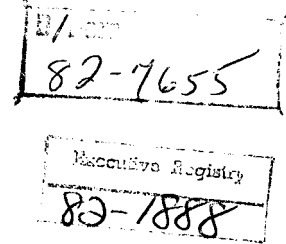


NOTE FOR: DDCI

- SIS/SODP refinements discussed in paragraph 2 were approved last year. The memos for signature are the FY-83 call for the next Succession Planning Lists.
- As previously noted, I am less sure of the qualitative level of the succession process, particularly in a couple of the career services, than paragraph 3 suggests.
- I will be proposing the identification of some limited number (like per year) GS-15's whom you and I (and others) consider the McMahons and of the future, to ensure an Agency-wide assignment focus.

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MEMORANDUM FOR: Deputy Director of Central Intelligence 20 JUL

THROUGH: Executive Director

FROM: James N. Glerum
Director of Personnel

SUBJECT: Senior Officer Development Plan (SODP)
Implementation for FY-83

REFERENCE: a. SODP, Approved by the DDCI, 6 May 1980
b. Memo for DDCI, dtd 5 August 1981,
Subject: SIS/SODP

1. Action Requested: That you approve the attached memoranda to the Heads of Career Services outlining implementing instructions for FY-83 SIS/SODP.

2. Background: As you will recall, last year we streamlined the formal reporting requirements contained in the SIS/SODP. Namely, we eliminated the formal requirement for lists of positions available for inter-Career Service developmental assignments to be distributed to other Career Services by the Director of Personnel. The matching of officers available for developmental assignments with appropriate positions is now a Career Service responsibility. The Senior Officer Development Roster and listing of SIS candidates continue to be a product of board and panel decisions that are maintained at the Career Service level for personnel management planning purposes. Other revisions to the SODP included limiting formal succession planning and reporting to GS-15 through SIS-4 level officers, as opposed to GS-13 through SIS-4, which is more realistic in terms of assessing the officer's qualifications and potential for SIS assignment; and finally we have limited the identification of SIS candidates primarily to the GS-15 level versus including GS-13 and GS-14 level officers. Obviously, there will be exceptions where a "fast track" GS-13 or GS-14 officer may be selected by the Career Service as an SIS candidate or for inclusion in its Succession Planning List.

3. Staff Position: I believe that we have adequately fine tuned the SODP having had the benefit of two years of experience and that it now serves as an effective management tool in the identification, development, and assignment of suitable SIS officers. Experience has also shown that the Career Services have done an effective job in the area of succession planning in that their nominations for SIS assignments have generally coincided with the officers identified in the succession planning lists. I have attached memoranda from you to the Heads of Career Services outlining SODP implementing instructions for FY-83 including the formal reporting requirement for Succession Planning Lists to be submitted by 1 October 1983. These listings

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are to include the names of GS-15 through SIS-4 level officers immediately qualified or those who will be qualified in one or three years for SIS assignment.

4. Recommendation: That you sign the attached memoranda to the Heads of Career Services outlining FY-83 SODP implementing instructions.

[Redacted Signature Box]

STAT

/ James N. Gierum

Attachments
As Stated

CONCUR:

[Redacted Signature Box]

Executive Director

JV

7/30/82
Date

STAT

* See attach. note